

# PICKING THE RIGHT TEAM MEMBERS

## IDENTIFYING INNOVATIVE PEOPLE SURVEY

① **Highly creative thinker**

Lowest 1 2 3 4 5 Highest

⑥ **Is able to surface and resolve difficult conflicts**

Lowest 1 2 3 4 5 Highest

② **Strong bias towards action and results**

Lowest 1 2 3 4 5 Highest

⑦ **Is able to engage everyone into a participative process**

Lowest 1 2 3 4 5 Highest

③ **Organized and methodical**

Lowest 1 2 3 4 5 Highest

⑧ **Is able to make connections and see new possibilities**

Lowest 1 2 3 4 5 Highest

④ **Highly credible and influential with key stakeholder groups**

Lowest 1 2 3 4 5 Highest

⑨ **Understands the organization and key challenges**

Lowest 1 2 3 4 5 Highest

⑤ **Knows how to energize a group**

Lowest 1 2 3 4 5 Highest

⑩ **Puts the organization's interests before their own**

Lowest 1 2 3 4 5 Highest

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## INTERVIEWING POTENTIAL CANDIDATES

- 1 What are the key challenges that are keeping your organization from becoming as successful as possible?
- 2 What are the key challenges you are facing in your role within the organization that keeps you from being as successful as possible?
- 3 What drives you to being the best employee you can be? Please give an example that you have experienced to illustrate this point?
- 4 Please give an example of a recent project you took part in. What went well? What needed to change to create greater success? How did you know whether you were successful or not? What challenges did you face, and how did you get past those challenges?
- 5 Can you give an example of a time when you created a new way of doing things that led to you having greater success in your job?
- 6 When you need to draw on the influence of others in the organization to help you accomplish your responsibilities, who are some of the people you can turn to for help in creating greater success?
- 7 What are some specific steps you would take to create more growth and innovative culture for your organization?